

DRAFT ACTION PLAN 2023-24

DRAFT LAND AND BIODIVERSITY PLAN 2023-30

This 2023-24 action plan guides Council in the first year of implementation of the Land and Biodiversity Plan 2023-2030. For each theme it identifies objectives, actions, the role that Council departments will play in implementing the actions, external partners/stakeholders, and timeframes for completion. While actions in this 2023-24 Action Plan are all costed according to existing allocated resources, future Action Plans will contain actions that will be costed as part of Council's budget process.

THEME 1: A HEALTHY AND THRIVING CONSERVATION ESTATE

Action ID	Action	Responsibility	Complete Action By
OBJECTIVE 1.1: IMPROVE OUR UNDERSTANDING OF HUME'S BIODIVERSITY			
1.1.1	Collate floristics data across the conservation estate through the Conservation Reserves Monitoring Program and incorporate the data into Council's GIS database.	Lead: City Parks & Open Space Support: IT Partners: DEECA	Ongoing
1.1.2	Map all known threatened flora species and incorporate the data onto Hume's GIS or other software system, to highlight their location and significance to Council departments.	Lead: City Parks & Open Space Support: IT Partners: DEECA	30 June 2024
1.1.3	Develop a native fauna monitoring framework to outline the species that should be actively conserved.	Lead: City Parks & Open Space Support: Community Health & Wellbeing Partners: DEECA, MW, PV, Tertiary Institutions	30 June 2024

Action ID	Action	Responsibility	Complete Action By
1.1.4	Develop processes to assist with directing maintenance and enhancement projects for Matters of State and National Environmental Significance across Hume's open space network.	Lead: Statutory Planning Support: City Design, City Parks & Open Space Partners: DEECA, Tertiary Institutions	30 June 2024
1.1.5	Investigate resourcing for internal environmental planning referral process to be streamlined and rolled out across the organisation.	Lead: Statutory Planning Support: City Parks & Open Space Partners: DEECA, MW, YVW	30 June 2024
OBJECTIVE 1.2: STRATEGIC MANAGEMENT OF HUME'S CONSERVATION RESERVES			
1.2.1	Develop an environmental management strategy for Hume's conservation estate.	Lead: City Parks & Open Space Support: City Design, Community Health & Wellbeing Partners: DEECA, FRV, MW, MCMC, PV, TFN, WWCHAC, YVW	30 June 2024
1.2.2	Investigate and seek resourcing for the development of a strategic plan for building climate resilience in Hume's conservation areas.	Lead: City Parks & Open Space Support: Climate Action Integration, City Strategy Partners: DEECA	ongoing
1.2.3	Develop nine Conservation Management Plans as part of the Council Plan.	Lead: City Parks & Open Space Support: Community Health & Wellbeing Partners: DEECA, FRV, MW, MCMC, PV, TFN, WWCHAC, YVW	30 June 2024
1.2.4	Review and redevelop three expired Conservation Management Plans.	Lead: City Parks & Open Space Support: Community Health & Wellbeing Partners: DEECA, FRV, MW, MCMC, PV, TFN, WWCHAC, YVW	30 June 2024

Action ID	Action	Responsibility	Complete Action By
1.2.5	Develop Annual Plans for all reserves not under the CMP framework and incorporate service level guidelines into the plans.	Lead: City Parks & Open Space Support: Community Health & Wellbeing Partners: DEECA, FRV, MW, MCMC, PV, TFN, WWCHAC, YVW	30 June 2024
1.2.6	Identify threatened and unique flora species and incorporate them into restoration programs in Conservation Management Plans/Annual Plans where reasonably practicable, to increase their representation across Hume's conservation estate.	Lead: City Parks & Open Space Support: Community Health & Wellbeing Partners: MCMC, WWCHAC	Ongoing
1.2.7	Identify strategic ecological restoration projects in Conservation Management Plans to increase habitat extent and connectivity.	Lead: City Parks & Open Space Support: City Design, City Safety Partners: CoPCG, DEECA, FRV, MW, MCMC, PV, TFN, WWCHAC, YVW	Ongoing
1.2.8	Implement restoration projects outlined in Conservation Management Plans.	Lead: City Parks & Open Space Support: Community Health & Wellbeing Partners: MCMC, WWCHAC	Ongoing
1.2.9	Deliver four 'Cues to care' capital projects to meet the community's expectations on conservation reserve appearance.	Lead: Community Health & Wellbeing Support: City Parks & Open Space, Strategic Communications, City Design	30 June 2024
1.2.10	Review and redevelop Council's pest animal management plan, incorporating the impacts of pest animals on habitat connectivity.	Lead: City Parks & Open Space Support: Community Health & Wellbeing Partners: DEECA, Pest Animal Action Groups, WWCHAC	30 June 2024
OBJECTIVE 1.3: COLLABORATE WITH OTHER ORGANISATIONS TO FOSTER WELL INFORMED LAND MANAGEMENT PRACTICES			
1.3.1	Participate in, and provide \$15,000 + CPI annually towards the Chain of Ponds Collaboration Group	Lead: Community Health & Wellbeing Support: City Parks & Open Space Partners: CoPCG, CVA, CoM, FoMPC, FoUMPC, GtW, KA, LCS, MW, MV,	Ongoing

Action ID	Action	Responsibility	Complete Action By
		MBUG, MB, PV, RMIT, SU, UniMelb, VPA, YVW	
1.3.2	Support Chain of Ponds Litter Lead to organise community clean ups at strategically identified litter hotspots along waterways.	Lead: Community Health & Wellbeing Support: Waste & Sustainability	

THEME 2: A WELL CONNECTED LANDSCAPE FOR WILDLIFE

Action ID	Action	Responsibility	Complete Action By:
OBJECTIVE 2.1: PROTECT VEGETATION THAT SUPPORTS LANDSCAPE CONNECTIVITY			
2.1.1	Promote conservation covenants to rural landowners on Council's incentive programs, prioritising properties with significant landscape connectivity.	Lead: Community Health & Wellbeing Partners: TFN	Ongoing
2.1.2	Continue to manage all conservation areas on Council-managed land that contribute to ecological connectivity within the open space network.	Lead: City Parks & Open Space Support: City Design, City Safety, P&D, Community Health & Wellbeing Partners: CoPCG, DEECA, FRV, MW, MCMC, PV, TFN, WWCHAC, YVW	Ongoing
2.1.3	Begin managing new reserves designated as part of sub-divisions or vested from developers	Lead: City Parks & Open Space Support: City Design, City Safety, P&D, Community Health & Wellbeing Partners: CoPCG, DEECA, FRV, MW, MCMC, PV, TFN, WWCHAC, YVW	Ongoing

2.1.4	Through the Rural Engagement Program, encourage improved grazing management practices on rural properties.	Lead: Community Health & Wellbeing Partners: DEECA	Ongoing
2.1.5	Facilitate wildlife crossing design training for Council engineers to explore opportunities and incorporate learnings into their infrastructure projects.	Lead: Infrastructure Delivery Support: City Parks & Open Space, Community Health & Wellbeing	30 June 2024
OBJECTIVE 2.2: ENHANCE CONNECTIVITY IN THE LANDSCAPE			
2.2.1	Incorporate landscape connectivity into the Open Space Strategy to ensure important conservation and biodiversity areas are protected and enhanced where possible.	Lead: City Design Support: City Parks & Open Space.	Ongoing
2.2.2	Review Environmental Significance Overlays in the Hume Planning Scheme with consideration for wholistic and effective protection of native vegetation, significant landscapes, biodiversity connectivity, cultural heritage and significant waterways.	Lead: City Strategy Support: Statutory Planning, City Parks & Open Spaces, Community Health & Wellbeing Partners: WWCHAC, DEECA, CoP	Ongoing
2.2.3	Incorporate landscape connectivity principles into the design phase when new areas of open space are being vested to Council through urban growth and subdivisions.	Lead: Landscape Planning Support: City Parks & Open Spaces Partners: DEECA, Developers	Ongoing
2.2.4	Identify reserves that are deficient in hollow-bearing trees and develop a fabricating nest box program for a range of species.	Lead: City Parks & Open Spaces Support: City Design, Community Health & Wellbeing Partners: DEECA	30 June 2024
2.2.5	Seek opportunities to utilise the Corridors of Green grant program to support connectivity enhancement projects on Council-managed land.	Lead: City Parks & Open Spaces Support: Grants & Projects, Community Health & Wellbeing Partners: CoPCG, MW, MCMC, WWCHAC	Ongoing

OBJECTIVE 2.3: COLLABORATE WITH OTHER STAKEHOLDERS TO ENHANCE CONNECTIVITY			
2.3.1	Establish an annual forum for public land managers such as Melbourne Water and Parks Victoria in Hume to discuss the recommendations of the L&C Plan and identify opportunities for connectivity enhancement and other biodiversity conservation works.	Lead: City Parks & Open Spaces Support: Community Health & Wellbeing Partners: CoPCG, local and state government agencies, MCMC, other stakeholders, WWCHAC	Ongoing
2.3.2	Support the implementation of the Growling Grass Frog Masterplan.	Lead: City Parks & Open Spaces Support: City Design, Community Health & Wellbeing Partners: local government agencies, MW, MCMC, PV, WWCHAC	Ongoing
OBJECTIVE 2.4: UNDERTAKE MONITORING AND IMPROVEMENT			
2.4	Establish a methodology for mapping weed infestations on private land	Lead: Community Health & Wellbeing Support: City Parks & Open Spaces Partners: Banksia Gardens Community Services,	31 June 2024

THEME: 3 URBAN BIODIVERSITY AND HEALTH AND WELLBEING

Action ID	Actions	Responsibility	Complete Action By:
OBJECTIVE 3.1: ENHANCE BIODIVERSITY CONNECTIVITY WITHIN THE URBAN ENVIRONMENT			
3.1.1	Implement the Gardens for Wildlife program. Minimum 10 Garden Guides recruited and trained. Minimum 20 garden visits conducted per year	Lead: Community Health & Wellbeing	Ongoing
3.1.2	Implement the Community Greening Program, ensuring that site selection	Lead: Community Health & Wellbeing	Ongoing

	is made to enhance biodiversity outcomes and to meet the needs of the community. Minimum five plantings per year. Minimum 50 participants per planting Minimum 500 plants per planting.	Support: City Parks & Open Spaces Partners: Community groups including Friends groups, faith groups and businesses.	
3.1.3	Implement the Seedlings for Schools program. Seedlings provided to at least 10 schools for on-ground projects. Minimum 3,000 seedlings donated to schools per year Minimum 65% plant survival rate.	Lead: Community Health & Wellbeing Partners: Hume schools	Ongoing
OBJECTIVE 3.2: PROVIDE OPPORTUNITIES FOR THE COMMUNITY TO CONNECT WITH NATURE THROUGH CITIZEN SCIENCE, ENGAGEMENT PROGRAMS AND RESTORATION PROJECTS			
3.2.1	Implement a Schools for Nature program of incursions to improve student's environmental literacy. Minimum seven biodiversity incursions / excursions delivered each year. Investigate one excursion per year involving students planting in Hume's open space network.	Lead: Community Health & Wellbeing Support: City Parks & Open Spaces Partners: Hume schools	Ongoing
3.2.2	Implement Citizen Science projects and campaigns to raise awareness of Hume's natural assets. Minimum three community events per year.	Lead: Community Health & Wellbeing Support: City Parks & Open Space Partners: Melbourne metro Councils participating in the City Nature Challenge	Ongoing
3.2.3	Identify opportunities to expand environmental education activations at current and future Hume community centres.	Lead: Community Health & Wellbeing Support: City Design, Community Services, Executive Officer	Ongoing
OBJECTIVE 3.3: SUPPORT RESIDENTS AND THE COMMUNITY TO LIVE SAFELY AND HARMONIOUSLY WITH WILDLIFE			
3.3.1	Update the Living with Wildlife Policy and have it endorsed by Council.	Lead: Community Health & Wellbeing Support: City Parks & Open Space	30 June 2024
3.3.2	Initiate a Nature is Your Neighbour campaign with developers.	Lead: Community Health & Wellbeing Support: City Parks & Open Space	30 June 2024
3.3.3	Initiate a Responsible Fishing in Urban Waterways campaign.	Lead: Community Health & Wellbeing	30 June

		Support: City Parks & Open Space Partners: Victorian Fishing Association	2024
3.3.4	Review existing signage and communications to reduce bird feeding in the community. Design and begin implementation of a new campaign including information in different languages.	Lead: Community Health & Wellbeing Support: City Parks & Open Space	30 June 2024

THEME 4: A LANDSCAPE RICH IN CULTURAL HERITAGE

Action ID	Actions	Responsibility	Complete Action By:
OBJECTIVE 4.1: ENSURE LEGISLATIVE COMPLIANCE AND INCREASE COUNCIL'S CAPACITY TO PROTECT CULTURAL HERITAGE VALUES THROUGH LAND DEVELOPMENT PROJECTS			
4.1.1	Training, capacity building and integration of Cultural Heritage Management Plan guidelines into Project Management Office framework.	Lead: Project Management Office Support: People and Culture, Community Health & Wellbeing	Ongoing
4.1.2	On-country tours of significant locations for Hume capital works staff. Minimum one event per year.	Lead: People & Culture Support: Capital Works, Community Health & Wellbeing Partners: WWCHAC	Ongoing
4.1.3	Work with local Traditional Owners and the Victorian Aboriginal Heritage Council to actively protect significant Wurundjeri Woi-wurrung cultural heritage in the municipality, including the Sunbury Earth Rings.	Lead: City Design Support: Capital Works, Community Strengthening Partners: WWCHAC	Ongoing
OBJECTIVE 4.2: INCREASE ACTIVE MANAGEMENT OF CULTURAL HERITAGE VALUES ON COUNCIL LAND UNDER GUIDANCE BY WURUNDJERI WOI-WURRING			
4.2.1	Work with local Traditional Owners to manage sites of significance in accordance with Wurundjeri Woi-wurrung requirements	Lead: City Parks & Open Space	Ongoing

OBJECTIVE 4.3: ESTABLISH AND IMPLEMENT A LONG TERM, LIVING LAND MANAGEMENT PARTNERSHIP AGREEMENT WITH WURUNDJERI WOI-WURRING CULTURAL HERITAGE ABORIGINAL CORPORATION			
4.3.1	Enter into a Wurundjeri-Hume Land Management Agreement, to develop a mutually agreed framework for protecting and managing Aboriginal cultural heritage during ongoing, routine maintenance activities.	Lead: City Parks & Open Space Support: Community Health & Wellbeing Partners: WWCHAC	1 Sept 2023
OBJECTIVE 4.4 SUPPORT WURUNDJERI WOI-WURRING PEOPLE TO BUILD THEIR CAPACITY TO CARE FOR COUNTRY IN HUME			
4.4.1	Provide opportunities for Wurundjeri Woi-wurrung to practice cultural traditions as a living culture.	Lead: Community Health & Wellbeing Support: City Parks & Open Space Partners: WWCHAC	Ongoing
4.4.2	Benchmarking exercise with other Councils to investigate options for Hume to support the further granting of freehold title to Wurundjeri Woi-wurrung Traditional Owners, for example with developers through the process of housing development applications.	Lead: Community Health & Wellbeing Support: Environmental Planning, City Design, Property and Leasing, Statutory Planning, Subdivisional Development Partners: Developers, WWCHAC	30 June 2024
OBJECTIVE 4.5 PARTNER WITH WURUNDJERI WOI-WURRING TO ENGAGE THE HUME COMMUNITY IN UNDERSTANDING THE ABORIGINAL CULTURAL HERITAGE SIGNIFICANCE OF SITES ACROSS HUME CITY			
4.5.1	Work with Traditional Owners to build greater community awareness of Aboriginal and Torres Strait Islander cultural heritage.	Lead: Community Health & Wellbeing Partners: WWCHAC	Ongoing
4.5.2	Engage educators from Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation to educate children and young people in Hume's schools and preschools.	Lead: Community Health & Wellbeing Support: Children, Youth and Family Services Partners: Koori Engagement Support Officers (Victorian State Government), WWCHAC	30 June 2024

THEME 5: A HEALTHY AND PRODUCTIVE RURAL LANDSCAPE

Action ID	Actions	Responsibility	Complete Action By:
OBJECTIVE 5.1: REDUCE THE SPREAD AND EXTENT OF NOXIOUS WEEDS WITHIN THE RURAL AREAS OF HUME			
5.1.1	Develop and pilot a weed compliance and education program to enforce the local law requiring control of weeds.	Lead: Community Health & Wellbeing Support: City Laws	30 June 2024
5.1.2	Scope a noxious weed monitoring program incorporating private land and roadsides.	Lead: Community Health & Wellbeing Support: City Laws, City Parks & Open Space Partners: Banksia Gardens Community Services	30 June 2024
5.1.3	Develop a Rural Landholder Kit, outlining landholder responsibilities for weed control and promoting the values of Hume's rural areas.	Lead: Community Health & Wellbeing Support: Rates Partners: Real estate agents	30 June 2024
5.1.4	Continue to offer and increase participation in Rural Land Management Grant to eligible rural landholders.	Lead: Community Health & Wellbeing	Ongoing
OBJECTIVE 5.2: SUPPORT PRIMARY PRODUCERS TO PRACTICE SUSTAINABLE AGRICULTURAL PRODUCTION IN HUME.			
5.2.1	Maintain Primary Producer Rate Rebates to minimum 75 rebates per round.	Lead: Community Health & Wellbeing	Ongoing
5.2.2	Promotion of Primary Producer Rate Rebate to agriculture enterprises in Hume who are currently not engaged in the program.	Lead: Community Health & Wellbeing Support: Economic Development Partners: Local businesses	Ongoing
5.2.3	Bi-annual review of operations of the incentives (grants and rebates) programs.	Lead: Community Health & Wellbeing	30 June 2024

5.2.4	Deliver agriculture-themed community workshops and advice to Hume's primary producers and other rural landholders, with a focus on regenerative and sustainable agriculture. Minimum three events per year.	Lead: Community Health & Wellbeing Partners: City of Whittlesea, Macedon Ranges Council, Mitchell Shire Council	Ongoing
5.2.5	Investigate grants from external sources to support primary producers in Hume.	Lead: Community Health & Wellbeing Support: Grants and Projects	Ongoing
5.2.6	Create a service directory for primary producers and distribute to rural residents.	Lead: Community Health & Wellbeing Support: Economic Development	30 June 2024
OBJECTIVE 5.3: INCREASE THE CAPABILITY OF RURAL LANDOWNERS TO MANAGE THEIR LAND SUSTAINABLY AND ENHANCE RESILIENCE TO CLIMATE CHANGE			
5.3.1	Raise awareness amongst rural landowners about the values, benefits and management of habitat connectivity for wildlife and farm productivity through avenues such as: • RE-Source Newsletter (four hard copy and four eNews per year) • Connectivity fact sheet in the Land & Biodiversity Guidelines • Connectivity field day • Information at events	Lead: Community Health & Wellbeing Support: Strategic Communications & Events	Ongoing
5.3.2	Investigate a rural area plant donation program to support increased revegetation on rural land and help increase habitat connectivity for wildlife.	Lead: Community Health & Wellbeing	30 June 2024
5.3.3	Promote the development of community led sustainable land management initiatives such as a rabbit action group and Landcare.	Lead: Community Health & Wellbeing Partners: Landcare	Ongoing
5.3.4	Promote Melbourne Water's Stream Frontage Management Program to rural landowners in Hume.	Lead: Community Health & Wellbeing Partners: Melbourne Water	Ongoing
5.3.5	Seek opportunities to link corporate and community volunteers with rural landowners to support large scale rural land revegetation projects.	Lead: Community Health & Wellbeing Support: Economic Development	Ongoing

		Partners: Local businesses	
5.3.6	Investigate and raise awareness of Native Vegetation Net Gain Offsets	Lead: Community Health & Wellbeing Support: Economic Development Partners: TFN	Ongoing
5.3.7	Investigate and promote alternate uses for land that doesn't have the capacity to carry agriculture (eg, carbon farming)	Lead: Community Health & Wellbeing Support: Climate Action Integration	Ongoing
OBJECTIVE 5.4: SUPPORT COLLABORATION BETWEEN RURAL RESIDENTS ENGAGED IN SUSTAINABLE LAND MANAGEMENT			
5.4.1	Develop and implement an annual Community Engagement Plan for workshops, education and events. Minimum 10 events per year, with at least one cross-Council collaboration.	Lead: Community Health & Wellbeing Support: Strategic Communications & Events Partners: City of Whittlesea, Mitchell Shire Council, Macedon Ranges Council	Ongoing
5.4.2	Inform landowners via RE-source newsletter, property visits and education workshops about Melbourne Airport's lack of curfew and the implications for landowners in the Green Wedge regarding a lack of subdivision opportunities and the benefits of diverse and sustainable land uses.	Lead: Community Health & Wellbeing Support: Environmental Planners, Strategic Planning Partners: Melbourne Airport	Ongoing
OBJECTIVE 5.5: INCREASE NATIVE VEGETATION AND WILDLIFE HABITAT IN HUME'S RURAL AREAS			
5.5.1	Support rural landowners through the CoRE Grant or other means to invest in large revegetation projects on their land.	Lead: Community Health & Wellbeing	Ongoing
5.5.2	Explore opportunities to support the provision of fabricated nest boxes to rural landowners.	Lead: Community Health & Wellbeing Support: City Parks & Open Spaces	Ongoing
5.5.3	Develop a program to subsidise the cost of one Trust for Nature conservation covenant per year for rural landowners in areas important to connectivity and biodiversity conservation for permanent protection of assets.	Lead: Community Health & Wellbeing Support: Environmental Planning	30 June 2024

ACRONYMS AND ABBREVIATIONS

CoPCG	Chain of Ponds Collaboration Group
CVA	Conservation Volunteers Australia
DEDJTR	Department of Economic Development, Jobs, Transport and Resources
DEECA	Department of Energy, Environment and Climate Action
FoMPC	Friends of Moonee Ponds Creek
FoUMPC	Friends of Upper Moonee Ponds Creek
FRV	Fire Rescue Victoria
GR&P	Governance, Risk and Property
GtW	Greening the West/City West Water
I&A	Infrastructure and Assets
IT	Information Technology
KA	Kensington Association
L&C Plan	Landscape and Connectivity Plan
LCS	Living Colour Studio
MBUG	Moonee Bicycle Users Group
MCMC	Merri Creek Management Committee

MV	City of Moonee Valley
MB	Moonee Bicycle Users Group
MW	Melbourne Water
P&D	Planning and Development
PPRR	Primary Producer Rate Rebate
PPWCMA	Port Phillip and Westernport Catchment Management Authority
PV	Parks Victoria
RMIT	Royal Melbourne Institute of Technology
SU	Swinburne University
TFN	Trust for Nature
UniMelb	University of Melbourne PhD candidate
Urban Forest	Urban Forest Team, City Parks and Open Spaces Department
VPA	Victorian Planning Authority
WW	Western Water
WWCHAC	Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation
YVW	Yarra Valley Water